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ABSTRACT

Results of a survey of college faculty elections concerning faculty unionization conducted from 1965 through 1990 are presented. Election results were obtained from the National Center for the Study of Collective Bargaining in Higher Education and the profession directories. Survey results include: (1) bargaining agents were successful in 75% of faculty representation elections and faculty agents were elected in 75% of the 607 elections held; (2) the majority of elections took place in two-year public institutions and occurred in the first decade of academic collective bargaining, 1965-1974; (3) election frequency was 26 per year for the period 1965-1974 and 28 per year during 1975-1984, declining to 11 per year for the years 1985-1990; (4) "No-Agent" was the preferred choice in 151 of the 607 elections reported and 32 of these elections in which faculty rejected unionizations involved more than one bargaining agent on the ballot. (LPT)

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# NEWSLETTER

NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

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## FACULTY REPRESENTATION ELECTIONS -- 1965-1990


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NEWSLETTER
NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

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# FACULTY REPRESENTATION ELECTIONS -- 1965-1990

## INTRODUCTION

The decision by a faculty to unionize and undertake a collective bargaining relationship reflects a dramatic initiative and one that is generally accompanied by lengthy dialogue, electioneering and friction. Faculty unions, and college administrators that oppose campus unionization, often embark on representation campaigns with acrimony and may expend substantial sums of money to influence election results. The rhetoric of the debate is predictable and highlights such issues as duel governance, collegiality, and external control.

The rate of success by bargaining agents and the factors associated with winning union representation elections remains a source of interest to observers of collective bargaining in higher education. Researchers who study union representation elections concentrate on myriad variables. Elements accounting for differences between "Pro-Agent" and "No-Agent" votes are varied and may reflect campus-specific issues not readily identifiable in the aggregate. Questions, such as the following, continue to be raised: Do agents win/lose faculty elections? Is the rate of success dependent upon institutional or geographic considerations? Does the choice of agent correlate to elections results? and, Do the chances of success increase/decrease with two or more agents on the ballot?

The National Center undertook a survey of faculty elections conducted from 1965 through 1990, the acknowledged time period from the earliest days of faculty bargaining to the present. The purpose of the inquiry was to provide a data base for those seeking answers to these questions and not to render value judgements as to outcomes. All elections were reported; however, information as to those conducted prior to 1975 are cited in the aggregate. Election results were obtained from analyses of our Directories. These volumes are cumulative, and reflect only election results for that particular year. Therefore, an election not reported to us in the year it was conducted, or that we failed to identify until subsequent Directories, might account for time lag discrepancies between any given year and the totals.

## ELECTION RESULTS

Bargaining agents were successful in 75% of faculty representation elections conducted from 1965 to 1990. During this period, faculty agents were elected in 75% of the 607 elections held. The majority of elections took place in two-year public institutions and occurred in the first decade of academic collective bargaining -- 1965-1974. Election frequency was 26 per year for the period 1965-1974, 28 during 1975-1984, and decreased to 11 per year for the years 1985-1990. The absence of any new collective bargaining state legislation since 1983 must be integrated when considering this data. The number of elections at private institutions has dropped dramatically, with only nine conducted since 1984.

The overall percentage of "No-Agent" votes as contrasted with agent elected is 25%. In the 1980's, the "Pro-Agent" vote decreased to 60% while "No-Agent" votes increased to 40%. Since the decision in Yeshiva (1980), the rate of "No-Agent" votes increased from 25% to 40%. When viewed on a yearly basis, the percentage of "No-Agent" votes varied from 11% to 80%; however, these numbers may reflect local campus economic and political concerns not directly linked to the general matter of collective bargaining in higher education.

"No-Agent" has been successful in 151 of the 607 elections reported. The three national unions are

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**TABLE ONE**

**"PRO-AGENT" VOTES**
**1965 - 1990**

| Year | Number of Pro-Votes | Type of Institution | | | | Winning Labor Agent* | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Public | Private | 2-Yr. | 4-Yr. | AAUP | AFT | NEA | Ind. | Other |
| 1965 -'74 | 218 | 184 | 34 | 160 | 58 | 24 | 61 | 103 | 27 | 52 |
| '75 | 40 | 30 | 10 | 22 | 18 | 6 | 8 | 23 | 4 | 7 |
| '76 | 46 | 37 | 9 | 28 | 18 | 5 | 13 | 21 | 5 | 15 |
| '77 | 33 | 30 | 3 | 25 | 8 | 2 | 8 | 20 | 3 | 10 |
| '78 | 19 | 14 | 5 | 7 | 12 | 3 | 4 | 10 | 1 | 1 |
| '79 | 22 | 14 | 8 | 12 | 10 | 5 | 6 | 10 | 1 | 0 |
| '80 | 13 | 11 | 2 | 8 | 5 | 2 | 2 | 9 | 0 | 0 |
| '81 | 5 | 5 | 0 | 2 | 3 | 1 | 0 | 1 | 0 | 3 |
| '82 | 9 | 6 | 3 | 4 | 5 | 0 | 2 | 1 | 0 | 6 |
| '83 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| '84 | 6 | 5 | 1 | 4 | 2 | 0 | 5 | 0 | 0 | 1 |
| '85 | 12 | 10 | 2 | 8 | 4 | 1 | 4 | 4 | 1 | 2 |
| '86 | 10 | 10 | 0 | 7 | 3 | 1 | 4 | 2 | 1 | 2 |
| '87 | 4 | 4 | 0 | 0 | 4 | 0 | 2 | 0 | 0 | 2 |
| '88 | 6 | 6 | 0 | 2 | 4 | 3 | 2 | 0 | 0 | 1 |
| '89 | 4 | 4 | 0 | 3 | 1 | 1 | 1 | 0 | 1 | 1 |
| '90 | 8 | 8 | 0 | 6 | 2 | 1 | 4 | 3 | 0 | 1 |
| Total: | 456 | 379 | 77 | 299 | 157 | 55 | 126 | 207 | 44 | 105 |

**Source: NCSCBHEP**

*Winning labor agents may involve two or more organizational affiliations. In these instances, both agents have been credited in this category.

approximately evenly represented in terms of "agent defeated". Four-year institutions outnumber two-year institutions by a ratio of approximately 3 to 1 in rejecting faculty unionization. Of the 151 elections in which "No-Agent" was the choice of the faculty, 57% were held at public institutions, while 43% took place at private institutions.

When one assesses the two-year/four-year breakdown, 77% of the "No-Agent" elections were conducted in four-year institutions while 23% were in two-year schools. A further breakdown of the data indicates that during the 1980's, of the 38 "No-Agent" elections, 76% were in public institutions.

Thirty-two of the "No-Agent" elections in which faculty rejected unionization involved more than one bargaining agent on the ballot. Questions remain as to the result of elections in which faculty agents challenge each other, in addition to competing against "No-Agent", however; they are beyond the scope of this study. The NEA continues to be the most widely elected agent among faculty unions, followed by the AFT and AAUP.

**TABLE TWO**

**"NO-AGENT" VOTES**
**1965 - 1990**

| Year | Number of No-Votes | Type of Institution | | | | Agent Defeated* | | | | | ** |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Public | Private | 2-Yr. | 4-Yr. | AAUP | AFT | NEA | Ind. | Other | |
| 1965-'74 | 41 | 9 | 32 | 6 | 35 | 19 | 17 | 9 | 1 | 2 | 7 |
| '75 | 20 | 12 | 8 | 4 | 16 | 6 | 9 | 5 | 3 | 1 | 4 |
| '76 | 13 | 9 | 4 | 5 | 8 | 4 | 6 | 7 | 2 | 0 | 4 |
| '77 | 14 | 11 | 3 | 4 | 10 | 6 | 3 | 9 | 0 | 1 | 5 |
| '78 | 8 | 5 | 3 | 2 | 6 | 6 | 1 | 3 | 0 | 0 | 2 |
| '79 | 7 | 3 | 4 | 2 | 5 | 1 | 0 | 3 | 2 | 1 | 0 |
| '80 | 10 | 8 | 2 | 1 | 9 | 6 | 0 | 2 | 0 | 2 | 0 |
| '81 | 2 | 2 | 0 | 0 | 2 | 1 | 0 | 1 | 1 | 0 | 1 |
| '82 | 7 | 4 | 3 | 2 | 5 | 0 | 1 | 2 | 0 | 4 | 0 |
| '83 | 4 | 4 | 0 | 1 | 3 | 1 | 1 | 1 | 0 | 2 | 1 |
| '84 | 1 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| '85 | 4 | 2 | 2 | 3 | 1 | 0 | 4 | 0 | 1 | 0 | 1 |
| '86 | 3 | 3 | 0 | 0 | 3 | 2 | 2 | 0 | 0 | 1 | 2 |
| '87 | 2 | 1 | 1 | 0 | 2 | 1 | 1 | 0 | 0 | 1 | 1 |
| '88 | 8 | 7 | 1 | 3 | 5 | 0 | 1 | 4 | 1 | 6 | 4 |
| '89 | 6 | 5 | 1 | 2 | 4 | 1 | 2 | 1 | 1 | 1 | 0 |
| '90 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| Total: | 151 | 86 | 65 | 36 | 115 | 54 | 49 | 48 | 12 | 22 | 32 |

**Source: NCSCBHEP**

*Defeated labor agents may involve two or more organizational affiliations. In these instances, both agents have been credited in this category.

**Elections involving more than one bargaining agent on ballot.

Announcing

**DIRECTORY OF NON-FACULTY BARGAINING AGENTS IN INSTITUTIONS OF HIGHER EDUCATION**

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**TABLE THREE**

**FACULTY COLLECTIVE BARGAINING ELECTIONS**
**"NO-AGENT" vs. "PRO-AGENT" VOTES**
**1965 - 1990**

| Year | "No-Agent" Votes | Agents Elected | % "No-Agent" Votes |
|---|---|---|---|
| 1965 -'74 | 41 | 218 | 16% |
| '75 | 20 | 40 | 33% |
| '76 | 13 | 46 | 22% |
| '77 | 14 | 33 | 30% |
| '78 | 8 | 19 | 30% |
| '79 | 7 | 22 | 24% |
| '80 | 10 | 13 | 43% |
| '81 | 2 | 5 | 29% |
| '82 | 7 | 9 | 44% |
| '83 | 4 | 1 | 80% |
| '84 | 1 | 6 | 14% |
| '85 | 4 | 12 | 25% |
| '86 | 3 | 10 | 23% |
| '87 | 2 | 4 | 33% |
| '88 | 8 | 6 | 57% |
| '89 | 6 | 4 | 60% |
| '90 | 1 | 8 | 11% |
| **TOTAL** | 151 | 456 | 25% |

**Source: NCSCBHEP**


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# "NO-AGENT" VOTES – 1970-1990

| Institution | Agent Defeated | Year |
|---|---|---|
| **ALASKA** | | |
| Univ. of Alaska | NEA | 1982 |
| **CALIFORNIA** | | |
| *Calif. Institute of Arts | AFT | 1975- |
| Coachella Community College | NEA | 1978 |
| College of the Desert** | NEA | 1979 |
| Imperial Valley College | NEA | 1980 |
| Mendocino College | Ind. | 1988 |
| No. Orange Cty. C.C.** | NEA | 1978 |
| Pasadena City College** | NEA | 1977 |
| Univ. of Calif.- Berkeley | AAUP | 1980 |
| - Professional Scientists & Engineers of the Lawrence Livermore National Labs. | SPSE/CSEA | 1983 |
| - Researchers | AFT | 1986 |
| - UCLA | Ind. | 1981 |
| Univ. of San Francisco-College of Professional Studies | AFT | 1983 |
| **COLORADO** | | |
| Univ. of Colorado** -Boulder | AAUP/AFT | 1975- 1980 |
| **CONNECTICUT** | | |
| Conn. Technical College (Part-time Faculty) | AFT | 1988 |
| *Wesleyan University | AAUP | 1979 |
| **DISTRICT OF COLUMBIA** | | |
| *Catholic U. of America Law School | Ind. | 1979 |
| **FLORIDA** | | |
| Central Fla. Comm. College | NEA | 1977 |
| | UFF | 1988 |
| Florida Junior College | AFT | 1975 |
| Florida Keys Cmty College | Ind. | 1989 |
| *Jacksonville University | AAUP | 1975- |
| Miami Dade Junior College | AFT | 1975 |
| | AFT | 1984 |
| Okaloosa-Walton Jr. College | NEA | 1975 |
| Pensacola Jr. College (Full- & Part-time) | UFF/AFT | 1970 |
| Polk Community College | AFT | 1975 |
| | UFF/NEA | 1989 |
| Santa Fe Community College | NEA | 1976 |
| St. Thomas University | NEA | 1990 |
| St. Petersburg Jr. College | NEA | 1977 |
| U. of Florida-Gainesville** | | 1980 |
| U. of Florida-Institute of Food and Agric. Science | Ind. | 1976 |
| Univ. of Miami-Coral Gables | AAUP | 1974 |

| Institution | Agent Defeated | Year |
|---|---|---|
| **ILLINOIS** | | |
| *College of Saint Francis | AFT | 1975- |
| Illinois State University | AAUP,AFT | 1986 |
| Northern Ill. University | AAUP,UPI | 1986 |
| So. Ill. Univ.-Carbondale | NEA,AFT/AAUP | 1988 |
| So. Ill. Univ.-Carbondale (Admin. & Professional Staff) | NEA,AFT | 1988 |
| So. Ill. Univ.-Edwardsville | NEA,AFT/AAUP | 1988 |
| So. Ill. Univ.-Edwardsville (Dental School) | NEA,AFT/AAUP | 1988 |
| Wm. Rainey Harper College** | NEA,AFT | 1976 |
| **INDIANA** | | |
| *Butler University | NEA | 1977 |
| *Univ. of Evansville | NEA | 1979 |
| **KANSAS** | | |
| University of Kansas | NEA,AAUP | 1987 |
| **MAINE** | | |
| Maine Maritime Academy | AFT | 1985 |
| *Ricker College | AFT | 1975- |
| **MASSACHUSETTS** | | |
| *Anna Maria College | AAUP | 1978 |
| *Bradford College | IBT | 1982 |
| *Curry College** | AFT | 1975 |
| *Dean Junior College | AFT | 1975- |
| Holyoke Comty. College** (subsequently affiliated with NEA under statewide system) | NEA | 1971 |
| *Lasell Junior College | AFT | 1976 |
| Mass. Maritime Academy | AFT,NEA | 1975 |
| *Merrimack College | NEA | 1976 |
| *New England Conservatory of Music | AAUP | 1975 |
| *Northeastern University | AAUP,NEA | 1975 |
| Quinsigmond C.C.** | AFT | 1975- |
| Springfield Tech. C.C.** | AFT | 1975- |
| **MICHIGAN** | | |
| Albion College | AAUP,NEA | 1975- |
| American Institute of Tech. | AAUP | 1980 |
| Grand Valley St. Colleges | AAUP | 1980 |
| | NEA | 1974 |
| | NEA | 1977 |
| | NEA | 1980 |
| | NEA | 1982 |
| | NEA | 1988 |
| *Lawrence Inst. of Tech. | AAUP | 1975- |
| Michigan State Univ. | AAUP,NEA | 1972 |
| | AAUP,NEA | 1978 |
| Northern Michigan Univ.** | NEA | 1975 |
| *University of Detroit** | AAUP | 1975- |
| | NEA | 1975- |

| Institution | Agent Defeated | Year |
|---|---|---|
| **MINNESOTA** | | |
| *Hamline University | AAUP | 1975 |
| *Saint Theresa's College | AAUP | 1980 |
| University of Minnesota - Faculty** | AAUP | 1978 |
| - Law School (Duluth & Cities Campus | | 1980 |
| - Health Science (Duluth & Cities Campus | | 1980 |
| - Crookston Campus Faculty | | 1980 |
| - Minneapolis-St Paul | NEA,AAUP | 1981 |
| - Teaching Assistants | AFT | 1975 |
| **MISSOURI** | | |
| *Cottey College | AFT | 1985 |
| *Stephens College | AFT,AAUP | 1978 |
| **MONTANA** | | |
| Montana State University | AAUP | 1978 |
| | AFT | 1989 |
| University of Montana | AAUP,AFT | 1975 |
| **NEBRASKA** | | |
| Univ. of Nebraska College of Dentistry | Ind. | 1975 |
| Univ. of Nebraska-Lincoln | AAUP | 1976 |
| **NEW HAMPSHIRE** | | |
| *Nathaniel Hawthorne College | AFT | 1975 |
| Univ. System of New Hampshire | | |
| - Durham Campus | AAUP,NEA | 1977 |
| - Plymouth Campus | AAUP,NEA | 1977 |
| **NEW JERSEY** | | |
| *Centenary Coll. for Women | AAUP | 1977 |
| Somerset County College-Adjunct Unit | AFT | 1982 |
| **NEW YORK** | | |
| Corning Community College | AFT | 1976 |
| *Fordham University | AAUP | 1975- |
| | AAUP | 1975- |
| *Ithaca College** | AAUP,AFT | 1975- |
| *Manhattan College | AAUP | 1971 |
| *Montefiore Medical Center | NYS Fed Phy/Dent | 1982 |
| *New York Medical College | NYS Fed Phy/Dent | 1982 |
| | AAUP,AFT | 1975- |
| | AFT | 1975- |
| *Pace University | AFT | 1975 |
| | AAUP | 1978 |
| *Parson's School of Design | AFT | 1987 |
| *Paul Smith College | AFT | 1985 |
| *Rensselaer Polytechnic Inst. | AAUP | 1975 |
| *Rosary Hill College | NEA | 1975- |
| *Saint Joseph's College | AFT | 1976 |
| *Syracuse University | AAUP | 1975- |
| *Villa Maria College | AFT | 1975- |
| **NORTH CAROLINA** | | |
| *Barber-Scotia College | NEA | 1979 |

| Institution | Agent Defeated | Year |
|---|---|---|
| **OHIO** | | |
| *Antioch College | AAUP,NEA | 1975- |
| *Baldwin-Wallace College | AAUP | 1975- |
| Bowling Green St. Univ. | Ind. 1979 | |
| Miami University | Ind./AAUP | 1989 |
| *Oberlin College | Ind. 1974 | |
| Ohio University | AAUP,NEA | 1976 |
| University of Toledo | AAUP,NEA | 1975- |
| **OREGON** | | |
| Eastern Oregon St. College | | 1975 |
| Oregon College of Education | AAUP,AFT | 1975- |
| Oregon Institute of Technology | Ind. | 1975 |
| Oregon State University | AAUP,AFT | 1977 |
| | NEA,AAUP | 1983 |
| Treasure Valley Cmty. Coll.** | NEA | 1977 |
| Umpqua Community College | NEA | 1975- |
| | NEA | 1983 |
| University of Oregon | AAUP,AFT | 1977 |
| **PENNSYLVANIA** | | |
| Butler County Cmty. College | NEA,Ind. | 1976 |
| *King's College | AFT,NEA | 1975- |
| Pennsylvania State Univ. | AAUP,NEA | 1977 |
| *Philadelphia Coll. of Art | AFT | 1975- |
| *Point Park College | AAUP | 1974 |
| *Seton Hill College | NEA | 1975- |
| University of Pittsburgh | AFT | 1977 |
| Univ. of Pittsburgh Health Prof. Schs. | AAUP,NEA | 1975 |
| Univ. of Pittsburgh Law School | Ind. | 1975 |
| Univ. of Pittsburgh-Provost Unit | AAUP,AFT,NEA | 1976 |
| *Villanova University | AAUP | 1975- |
| *Waynesburg College | NEA | 1976 |
| *Wilson College | PSEA/NEA | 1977 |
| **RHODE ISLAND** | | |
| *Rhode Island Sch. of Design** | AFT | 1975- |
| **TENNESSEE** | | |
| *Tusculum College | AFT | 1972 |
| **VERMONT** | | |
| Community College of Vermont | AFT | 1985 |
| University of Vermont | AFT,AAUP,NEA | 1976 |
| **VIRGINIA** | | |
| *Randolph-Macon College | AAUP | 1975- |
| **WASHINGTON** | | |
| Seattle University | AAUP | 1975- |
| **WISCONSIN** | | |
| *Northland College** | AFT | 1972 |

*Denotes private institution.

**Institutions in which faculty subsequently elected to be represented.

1975- Statistical information on "No-Agent" votes conducted prior to 1975 is unavailable.

# FACULTY WORK STOPPAGES -- 1990

Five faculty work stoppages were reported for the 1990-1991 fall semester. This represents an expansion from the past three years and may signify an increase in faculty strike activity at a time when Bureau of Labor Statistics reports show a decrease in industrial work stoppages. (See Table Two) All strikes were "repeat" strikes and involved institutions where faculty had struck on at least one previous occasion. Two strikes -- University of Bridgeport and Temple University received national press coverage -- (see below). One faculty strike was reported in a two-year institution -- Union College, while the others occurred in the four-year sector. The mean length for the four-year strikes was 15 days.

**STRIKE REPORT**

Set forth below is a brief description of each reported stoppage.

**A. TEMPLE UNIVERSITY** The independent local at Temple engaged in a 29-day work stoppage. The strike was ended by the issuance of an injunction ordering the faculty back to work. The injunction received national press coverage as this was one of the few occasions, outside the state of New York where injunctive relief is mandated, that a faculty strike has been so enjoined. The faculty voted to obey the court order and return to work by a vote of 200 - 199. Negotiations continued during this subsequent period for a successor agreement. A previous strike occurred at Temple in 1986 (15 days).

**B. SHAWNEE STATE UNIVERSITY** The NEA local at Shawnee State University engaged in a 14-day work stoppage over the issues of salary and employer contributions to the health care benefit fund. A three-year successor contract was agreed to with the help of a federal mediator. A previous strike occurred at Shawnee in 1987 (2 days). The NEA local at Shawnee was elected in 1975 and represents 105 faculty.

**C. UNION COUNTY COLLEGE** The AAUP local at Union County College engaged in a one-day work stoppage over the issue of salary. The bargaining unit consists of 180 and has been represented by the AAUP since 1974. Previous strikes occurred at Union in 1979 (10 days) and 1980 (12 days).

**D. UNIVERSITY OF BRIDGEPORT** The faculty at the University of Bridgeport engaged in a work stoppage that is among the most unique in academic collective bargaining. According to National Center records, the Bridgeport strike is the first in higher education in which permanent replacement workers were employed to replace striking faculty. One hundred and twenty professors out of a unit of 170 struck the University on the first day of September. The University sought give-backs from the faculty union in order to assist in stabilizing their financial condition. Included were the elimination of approximately 50 faculty positions, reductions in salary, increases in faculty's health care contributions and cutbacks in the University's faculty pension contributions. The last reported faculty position was a "rollover" contract which would, in essence, continue the terms and conditions of employment.

Striking faculty were replaced. However, the Employment Security Division of the Connecticut Department of Labor ruled that striking professors who were willing to return to work under the terms and conditions of the previous Agreement and were refused assignment by their employer were eligible for unemployment compensation. For statistical purposes, the Bridgeport strike is tabulated as fifteen work days, the period of time from the commencement of the stoppage until eligibility for unemployment compensation was declared. At the time of this writing, the issue of faculty severance pay for those replaced is currently before the federal courts. The faculty at Bridgeport had previously struck in 1975 (3 days), 1978 (16 days), 1987 (1 day). The bargaining unit at Bridgeport has been represented by the AAUP since 1973.

**E. WAYNE STATE UNIVERSITY** The AAUP local at Wayne State engaged in a three-day work stoppage over the issue of salary and union security. A successor agreement covering two years was negotiated for the 1500 faculty bargaining unit. This was the sixth faculty work stoppage at Wayne -- 1976 - 23 days, 1978 -- two days, 1980 -- 23 days, 1986 -- one day, 1988 -- 14 days. The AAUP has represented the faculty since 1972.

Table One provides data on work stoppages in 1990, while Table Two is a compilation of all fall semester strikes from 1977-1990. A statistical summary of faculty work stoppages, including frequency and duration, is provided in Table Three.

**TABLE ONE**
FACULTY WORK STOPPAGES
1990

| Institution | Agent | 2/4 Yrs. | Length (Work Days) |
|---|---|---|---|
| Temple Univ. (PA) | Ind. | 4 | 29 |
| Shawnee State Univ. (OH) | NEA | 4 | 14 |
| Union County College (NJ) | AAUP | 2 | 1 |
| Univ. of Bridgeport (CT) | AAUP | 4 | 15* |
| Wayne State Univ. (MI) | AAUP | 4 | 3 |

**TABLE TWO**
"BACK-TO-SCHOOL STRIKES" -- FALL SEMESTER
1977-1990

| Fall Semester | Number of Strikes |
|---|---|
| 1977 | 6 |
| 1978 | 10 |
| 1979 | 11 |
| 1980 | 8 |
| 1981 | 4 |
| 1982 | 0 |
| 1983 | 2 |
| 1984 | 6 |
| 1985 | 6 |
| 1986 | 9 |
| 1987 | 3 |
| 1988 | 3 |
| 1989 | 1 |
| 1990 | 5 |

**TABLE THREE**
**FACULTY WORK STOPPAGES IN TWO- AND FOUR-YEAR INSTITUTIONS**
**1966 - 1990**

| Year | Number of Stoppages | | Duration | | | |
|---|---|---|---|---|---|---|
| | 2-Year | 4-Year | 2-Year | | 4-Year | |
| | | | Mean | Median | Mean | Median |
| 1966 | 3 | 1 | 3 | 3 | 150 | 150 |
| 1967 | 5 | 1 | 17 | 13 | 5 | 5 |
| 1968 | 1 | 2 | 15 | 15 | 17 | 17 |
| 1969 | 5 | 1 | 21 | 21 | 51 | 51 |
| 1970 | 3 | 0 | 17 | 21 | 0 | 0 |
| 1971 | 2 | 1 | 15 | 15 | 16 | 16 |
| 1972 | 5 | 0 | 22 | 20 | 0 | 0 |
| 1973 | 7 | 1 | 22 | 14 | 42 | 42 |
| 1974 | 6 | 3 | 19 | 13 | 8 | 8 |
| 1975 | 7 | 2 | 9 | 9 | 5 | 5 |
| 1976 | 4 | 4 | 19 | 19 | 7 | 2 |
| 1977 | 6 | 7 | 14 | 9 | 13 | 18 |
| 1978 | 5 | 5 | 11 | 7 | 6 | 3 |
| 1979 | 6 | 7 | 14 | 12 | 11 | 10 |
| 1980 | 5 | 3 | 10 | 8 | 23 | 23 |
| 1981 | 3 | 4 | 17 | 23 | 12 | 13 |
| 1982 | 4 | 0 | 29 | 18 | 0 | 0 |
| 1983 | 3 | 1 | 10 | 7 | 2 | 2 |
| 1984 | 7 | 2 | 10 | 3 | 9 | 9 |
| 1985 | 2 | 4 | 4 | 4 | 6 | 5 |
| 1986 | 6 | 6 | 28 | 14 | 9 | 11 |
| 1987 | 0 | 3 | 0 | 0 | 2 | 2 |
| 1988 | 2 | 2 | 3 | 3 | 12 | 12 |
| 1989 | 0 | 1 | 0 | 0 | 1 | 1 |
| 1990 | 1 | 4 | 1 | 1 | 15* | 10 |
| TOTAL: | 98 | 65 | 13 | 13 | 17 | 10 |

**Source for Tables One, Two and Three: NCSCBHEP**

*Striking faculty at University of Bridgeport determined eligible for unemployment benefits based on theory that employer refused to allow them back to work under terms of expired Agreement. For statistical purposes, the Bridgeport strike is tabulated at fifteen work days, the period of time from the stoppage until eligibility for unemployment compensation was declared.